



JANUARY, 1989

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Executive Meeting Schedule

Abbotsford, Room A307, 3:30 p.m. (Week 3)

February 15
March 15
April 12
May 10
June 7

(and such other meetings as may be necessary)

FSA NEWSLETTER

January, 1989

From the Editor . . .

BENEFITS

Betty Harris and Jocelyn Cass have agreed to investigate the FVC benefits package and produce a series of informative articles for the Newsletter. Members who wish to comment on current or potential benefits should contact either Betty or Jocelyn.

LABOUR FRONT

On the provincial labour front, there was an interesting development in the White Spot affair a month ago when the IRC ruled that "there was a deliberate attempt [by White Spot management] to misinform the employees, the union, the public, and indeed this panel," and ordered White Spot to confess their sins in half-page newspaper ads. CAIMAW had argued all along "that White Spot failed to bargain in good faith and shut two restaurants to intimidate its employees and undermine the union."

This, along with other antics of White Spot owner Peter Toigo, raises interesting questions about the continuing presence of a White Spot operation in our own cafeteria. I suspect I am not the only employee who brings a bag lunch for more reasons than mere economy. It doesn't seem too outrageous to suggest that a firm's labour relations record ought to be a factor in the College's decision to award it a contract within our walls. Come to think of it, I've taken

to bringing bag suppers too, rather than wait while the harried sole evening employee runs back and forth between her jobs as cashier and short-order cook.

And at Cominco, a former senior manager (and the company's chief negotiator at the Mitchell Island Steel Mill) said he was fired for refusing to go beyond the usual stalling and delaying tactics and actually provoke confrontation "to enable the company to get an injunction so it could dismantle the plant unimpeded."

And on it goes. The B.C. Federation of Labour has just sent out a special HOT declaration on the products of Leyland Industries of Pitt Meadows: plastic containers with the Leyland logo containing, among other things, Unicure Shampoo, Western Family and V.I.P. products, Overwaitea/Save-on-Food reuseable juice containers.

I know. It's a royal pain, being a responsible citizen, standing there in the supermarket looking at logos, thinking twice about grapes, checking everything over for its political smell and its social flavour. But if it's worth doing it has to be done, and it has to be done by us -- all us ordinary people training ourselves to go to the necessary bother. Every once in a while somebody like Stan Persky will go into a liquor store and drop a bottle of South African Riesling on the floor, but in

the long run it's going to take millions of very small and completely undramatic acts of non-purchase to bring any kind of real pressure on the Pretoria regime, or on any regime. Don't look to our leaders for guidance. As I write, Joe Clark is on the griddle in Zimbabwe, trying to explain to his fellow Commonwealth foreign ministers how Canada can reconcile its widely-publicized (voluntary) sanctions campaign with the fact that Canadian sulphur exports to South Africa doubled last year.

All of which brings us to this year's negotiations. There is a salary re-opener. Our union has a well-deserved reputation for being tigers on workload and pussycats on salary, as witness our dismal record over the years. It is crass and vulgar to talk about money too much, especially if someone has just been trying to make us think about South Africa. And as we get older, it becomes amazingly easy to slip into the senile logic of those who say, "Forty-six thousand dollars a year!"

My god, when I was hired at this place I was making eighteen!" And so on. We cloak ourselves in the illusion of fabulous wealth, from which it is but a short jump to the stories about walking twelve miles to school every day, across frozen wastes, in bare feet, while our fathers made do on a dollar a day.

School teachers all over the province are negotiating first contracts with settlements of seven or eight percent a year. Presumably they have decided it's time to get back somewhere close to what they were earning before restraint. CIEA has shown that members' earning power has eroded by 13 to 14 percent since 1982. Perhaps it's time for all us noble types at FVC to look inflation in the eye, grasp the fact that we are earning less than we did when we were hired, and put our collective will behind the effort to get back to where we started. If this is greed, I can think of worse kinds.

Graham Dowden
January, 1989



Letters to the Editor . . .

December 28/88

Editor, FSA Newsletter:

I must extend my compliments on the quality of your Newsletter series, fortunate as I am to be on the mailing list. I was particularly impressed with the recent piece by Kevin Busswood (Dec 1988) in which he captures the essence of the PD issue in a way which needs no further elaboration. PD needs are highly personalized, a realization which universities, fortunately, recognise and respect.

The only comments which I would like to add are those respecting the potential role which UBC could play for those who wish, and are able, to take advantage of a period of time "in situ" on the campus.

This university is obviously an enormous intellectual resource for any who wish to study, perhaps audit courses, or confer with peers in a range of related, or only mildly related, fields of interest. It is possible, for example, to be

exposed to current ideas in organizational behaviour, law, labour relations, evaluation theories, curriculum, issues in higher education, etc., by following the right road map. It is also possible for college instructors to simply find a desk, explore the library, and spend time reading and thinking in isolation from the pressures of the workplace. All of this being just one option under Kevin's accurate description.

I look forward to many more well reasoned articles in 1989.

Sincerely,

John D. Dennison
Professor, Department of
Administrative, Adult
and Higher Education
University of British
Columbia

P.D. Reports . . .

New York, Washington & Boston April 23 - May 8, 1988

This last Spring I took a group of twenty to New York for a nine day gallery and city tour. That visit went extremely well and, while they encountered the city for the first time, I was able to increase my understanding of art through the collections there and in travel to Washington and Boston after the group returned home.

New York

It is always difficult for me to make a distinction between ordinary events in the New York art world and extraordinary ones. I revisited the major galleries and museums: the Metropolitan, the Guggenheim, the Frick, the Whitney, the Museum of Modern Art, etc..

Special exhibitions included a stunning Fragonard show collected from all over the world that is having a substantial impact on how the artist is now regarded. No longer a Rococo pander, he has (even) been resurrected as a precursor to the "pure painting" of abstract art. At Moma I saw installation work by Vito Acconci, a major artist I was aware of through pictures only; drawings from Cezanne's sketchbooks made the structures that dominate his later paintings appear more logical. The Joseph Albers retrospective at the Guggenheim clarified for me the development of one of the most rigorous avatars of the Bauhaus school.

Outside the galleries and museums the Andy Warhol estate

auction was going on, among other things. It, of course, was a cultural phenomenon worthy of the late master himself. I was fascinated to see a whole new audience for art auctions, and would have picked up a piece or two for the College if I had access to at least 25% of the total College Budget. Naturally I toured as many of the private galleries as I could to see what was going on, and saw films at Moma.

Washington

I had never been to Washington before, so it was a great relief and adventure to be in this verdant (after NY) and surreal city. It looks like it stepped out of Neo-classical 1820's with capitoline buildings borrowed from Michelangelo's St. Peter's, giant obelisks, grandiose avenues and grander public buildings. Of course, the collections of the capitol were commensurately grand. The National Gallery is enormous and seems to house almost all of the works I hadn't seen in travel to Europe. The Freer Gallery, which by stipulation of gift, is not allowed to lend any of its collection, has recreated Whistler's Peacock Room and holds one of the world's great collections of oriental art, including screens and paintings by Korin, Hiroshige, Hokusai and many, many others. The Hirshorn is generally 20th century and focusses on sculpture.

The new I.M. Pei gallery, a purely modernist edifice for contemporary art, provided the

highlight of the whole trip: the Paul Gauguin retrospective. Many of the works are privately owned or in Russia and most have never come to North America before. I had not realized, because any single gallery is fortunate to own any Gauguin, just how much he had done, especially in his last years, and just how good it was. His use of colour and a radical revision of pictorial space is quite incredible. I kept returning over the few days I spent there. Arthur Erikson's Canadian Embassy building is almost complete and shows his versatility as he tempered his modernist style with post-modern greek fluted columns and classical references.

Boston

I was only able to spend a little time in Boston, and after NY and Washington, I admit, I slowed a little. The Boston Museum of Fine Art has a good collection of representative pieces largely of European origin or inspiration; it is especially strong in Impressionist and Barbizon work and houses one of the world's great collections of prints.

The Fogg museum, part of Harvard, has a remarkable collection as well, but the one

that caught my attention most was the Gardner house. It demonstrated for me the close connection between money and culture in late 19th century and early 20th century New England. The collection itself was an incredibly eclectic and valuable assemblage of paintings, furniture, objects, books and sculpture. However, what fascinated me most was the building itself. From the outside it was a standard Boston brick edifice with few windows. Inside, however, Mrs. Gardner had created a Venetian palazzo with a courtyard, gothic windows and medieval tapestries all "transplanted" from Europe. It was like walking into the Doge's palace, but from the streets of modern Boston. The association of culture, money, property and status was succinctly made.

Summary

The PD activity was as successful as it was enjoyable. I felt like I had encountered new things, and the art I was familiar with had been enhanced by fuller understanding.

I took a large number of slides that will become a part of Art History courses in the future.

Rory Wallace

Conference - Library Section - National Association of Teachers
in Further and Higher Education (British)
October 29 - November 1, 1988

This was one of the most informative, interesting and stimulating conferences I have attended over the last twenty-five years. I was impressed with the extremely high level of thoughtful and articulate participation of the attendees and with the uniformly excellent presentations of the leaders and guest speakers.

The sessions were devoted to the educational philosophies and practices current in the British polytechnics and colleges. As these trends have a habit of crossing the Atlantic and enveloping us in British Columbia soon after the British adopt them, they are very relevant to our own situation.

Geoffrey Stanton, Chief Officer, Further Education Unit (an advisory, intelligence and development body for further education in the U.K.) spoke on Curriculum Changes, Cost-Effectiveness and Resource-Based Learning. He foresees a change in the educational model from being a teaching one to being a learning one. In 1992 Britain will become a fully integrated part of the EEC and students of all the EEC countries will be able to freely go wherever they want to study, on an equal basis. There is also a growing competition from private institutions. Students will no longer agree to fit into inflexible programmes and courses.

Colleges will need to:

- Assess students' present knowledge and skills, individually

- Give full credit for students' present knowledge and skills
 - Contract with the student for the outcome desired (e.g. learn to weld, or learn philosophy to the 2nd year university level)
 - Provide Resource Based Tutoring, on a one-to-one basis or in small, flexible groups, or by distance ed, or by directed study
 - Allow students to learn at their own rate and in their own way
 - Give credit for successful learning - not for passing a course or putting in a certain length of time.
- The implications for L.R.C.s under this model are obvious and their importance increases by quantum leaps.

Peninah Thompson, of Coopers and Lybrand Associates (which has done several major studies for the British Education System in the last few years) spoke on Marketing, Entrepreneurial Activities and Income Generation: Central Services Issues. She pointed out that the whole ethos of educational libraries is changing. It used to be a given that a library's role was to serve students. That role may now be only a part of its function and a much larger role may be the selling of services, not only to recover costs but to make a profit.

The newest thrust in budgeting is to divide all budget monies up among "cost centre managers" (i.e. deans or department heads of programmes) and not to reserve any money for central services such as libraries, counselling, floor cleaning,

etc. The cost centre managers would then purchase only what central services they felt they needed, and might, in fact, decide not to purchase library services at all.

The problems and ramifications of trying to run a central service under such a system are horrendous, but she feels the system will be implemented anyway.

Sir Kenneth Green, the Director of Manchester Polytechnic, spoke on Excellence in View?. Under the "Market Model" which is being instituted in Britain, institutions will submit bids for courses and programmes and the government will award them to the lowest bidder. The only measure of excellence will be success or, indeed, survival. He foresees many smaller institutions actually going under. In the universities, teaching and research functions will be separated. Research will be funded through research councils with a system of bidding by the institutions for their projects to be funded. Teaching costs will be carefully monitored and compared between institutions.

The government is proposing to give the education dollars to the students so the institutions will have to market their wares. The whole system will become extremely competitive. Not much hope for cooperation either.

There will be a massive drop in the number of students in three/four years and in 1992 there will be a mutual recognition of educational and professional qualifications throughout the EEC. The next 7 years will prove the most radical reformation of education ever seen in the U.K.

The measure of excellence is success. Success means attracting and keeping students and being cost effective. The only hope for quality is that students will go to institutions which are perceived to offer a quality education.

On the other hand, many of the topics discussed were ones with which we are intimately acquainted but about which the attendees were very vague.

Speakers talked a lot about 'accountability' and 'performance appraisal', both of which are new concepts to the U.K. education scene but which are being required in the near future. They also discussed 'autonomy' which is another new idea as all the British institutions have been run by local education authorities up to now. Colleges which have never needed Personnel or Payroll departments, or had the opportunity to manage their own budgets or establish staffing levels, etc. will now have to do all these things at the same time as they are being plunged into the 'radical reformation of education' referred to above.

The similarities in philosophies and trends between the English and our own higher education systems are many and striking. We can learn much from observing how the English manage to cope with their financial and political problems and prepare ourselves with strategies to manage the same changes if/when they arrive in our system.

Betty Harris

FSA President's Report . . .

There will be a General Meeting of the FSA to discuss contract proposals for the upcoming negotiations. The meeting will take place in Room 114/115 of the Agriculture Building on the Chilliwack campus at 5:00 pm on Thursday, March 2nd.

The meeting should last about an hour, and will provide you with an opportunity to consider and shape our negotiating position for wages in the coming year. Remember, only wages and the results of some joint committees are up for negotiation this year.

I realize that, as the College grows, it becomes increasingly difficult for all faculty and staff to gather at one time and place. We do try to limit the number of general meetings; however, contract matters require our collective attention. So, plan on attending this important meeting. No proxies are allowed.

If you will require a ride, contact Kathy Gowdridge in the FSA Office (local 313). Also, please let Kathy know if you could provide space in your car for someone who might need a ride.

If you will require child care, contact Jerry Delaney at local 261, before Feb 23. Child care will be provided on campus, if necessary.

I know that few of you have any concern for the financial remuneration attached to the challenging jobs that you do. The continuing love and respect of management and community, the approbation of students and colleagues, are all that are required as we toil in the educational vineyard. From custodian to director, we are disdainful of mere cash; indeed, many of you have shared with me your feelings about where management can put their salary offers -- a place far removed from the piggybank.

Despite your reluctance to acknowledge Mammon, you must give a few moments to fiscal concerns if only for the sakes of your spouses, those who must struggle to pay the staff at your summer residence and maintain insurance on the Rolls.

See you on the 2nd.

Kevin Busswood

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GENERAL MEETING

* - * - * - * - * - * - * - * - *

Thursday, March 2, 1989
5:00 p.m.

Room 114/115
Agriculture Building
Chilliwack

From the Contract Chair . . .

In a few weeks a general meeting will be convened to discuss salary proposals. You are encouraged to attend and voice your points of view.

If you have been following the news, you will have noted that school district employees set their sights on "catch up" targets and here and there have been ready to take job action in order to attain them. As a result, settlements of 6.5-7.5% per year in two-year agreements are being concluded and thus will exceed faculty salaries at F.V.C. by roughly those amounts. You may also recall that the BCGEU settled last summer for about 17% in a three-year deal.

Several college faculty associations have already announced major "catch up" positions. Colleagues here pass along these news items to me and appear intent on the "catch up" rather than merely cost-of-living adjustments.

While you mull this over, give some thought to the method of distribution, in particular the matter of new top steps. Staff should also make their opinions known about the vacation issue about which I have already reported several times.

The final item to be reopened this year is the mileage rate. Despite the long overdue increase in the rate last year, some members remain dissatisfied and continue to send me news and surveys about actual operating costs. Also, members have contacted me about several matters that cannot be negotiated this year but which can be acted upon next year.

Finally, the negotiating team this year will consist of Sybille StegmueLLer, Tom Davis and myself.

Bob Smith
January, 1989

Please make every effort
to attend the upcoming

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General Meeting

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Your opinions and input
are important to
the negotiating process.

From the Grievance Chair . . .

There is little news to report for this edition of the Newsletter. Although several grievance-related issues have been under discussion, the need for confidentiality precludes discussing the particulars of any specific grievance at this time.

One item of note, however, is the gathering of shop stewards planned for February 8th in Salon B. David Reynolds of CIEA

will attend to assist in introducing our stewards to their roles as local representatives of the FSA. An Association-sponsored lunch is to follow.

The newly-elected slate of stewards is printed below. Please contact your representative for advice on any matter of concern to you.

David Allen
January, 1989

SHOP STEWARDS

| | | |
|-------------------------------------|-------------------|----------|
| Business Office & Facilities (East) | Colin Bull | Loc. 426 |
| Business Office & Facilities (West) | Maureen McNie | 211 |
| Continuing Education | Ron Coreau | 309 |
| Learning Resources Centre | Jenny Walters | 269 |
| Student Services | Julie Williams | 444 |
| Secretarial | Lorraine Sweetnam | 363 |
| Vocational | Vern Wright | 339 |
| Academic East | Wendy Burton | 422 |
| Academic West | Val Hunt | 316 |
| Careers East | | |
| Careers West | Gloria Wolfson | 302 |
| Developmental Studies | Perla Werk | 363 |
| Grievance Chairperson | David Allen | 456 |
| Grievance Vice Chair | Mary Saunders | 224 |

From the P.D. Chair . . .

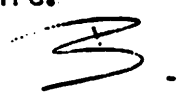
Since November, when CIEA endorsed, in principle, the Ministry's Human Resource Development Plan, the Council of Principals has discussed the Plan and made major revisions to it which are not acceptable to CIEA. The major changes are:

1. HRD Budget Allocation: The revised plan includes sub-allocations for the budget for HRD activities run through the Development Centre. 10% of the budget would be for administrative costs; 40% for HRD grants approved by the Centre; 50% for direct allocation to institutions to fund local costs of participating in activities organized by the Centre.
2. Local HRD Committees: Colleges and institutes would set up their own HRD Committees which would be "representative of all employee groups". No membership composition or method of selection is proposed for such committees. The committees would approve all applications for HRD grants from groups or individuals within the institution. Representatives to the Development Centre's HRD Steering Committee would be chosen (by an unspecified method) from the local HRD committees.
3. Coordinator of HRD: This position, reporting to the Director of the Development Centre, would be charged with most of the HRD administrative tasks, including most of those which, in the previous version of the plan, rested with the HRD Steering Committee.
4. HRD Steering Committee: The committee is preserved in the revised Plan, but in many cases it "advises" and "assists" the Coordinator of HRD rather than making recommendations to the Centre's Board. The original composition of the Steering Committee (4 faculty, 3 administrators, 2 support staff) is eliminated; composition of the committee "will vary from year to year". The method of selection of committee members is not specified.

These revisions are very disappointing. Their cumulative effect is to reduce the participation of representatives of faculty and staff in decisions made about HRD activities and channel all grant applications and funding of HRD activities through local HRD committees which may be totally controlled by local administrations.

Why should we care about any of this? Because millions of dollars of college system money (the request for the initial year's funding alone is \$1 million!) are involved here, not to mention the potential loss of control over our own P.D. activities.

Experience teaches us that the millions required for this project will not be "extra" money put into the system but will be money taken away from more important items (like salaries?) and re-assigned to the Human Resources Development Centre.



W. E. Harris
FSA PD Chair

February 1, 1989

From the J.C.A.C. Chair . . .

Now that rating and ranking of Staff positions has been completed on the new Towers/Perrin Classification System, you may be interested in how your position was ranked against others. You may also wish to know what process is involved in order to re-submit your job description if you feel that some aspect of your work was overlooked in the rating or if your job has changed in the last year.

1. Every Staff member should review the STAFF JOB EVALUATION PLAN. Several copies are available in each LRC and at the Mission Office. These list the factors evaluated (Complexity, Judgement, etc.) and the various levels of factor ratings.

Points assigned to each level are given, as well as the total points for each Staff position.

2. Check the level assigned to each factor of your written job description against the factor descriptions.

3. Check your position's ranking against the ranking assigned to similar positions.

4. If you feel that some aspect of your duties may have been overlooked, you have a couple of choices:

- a) contact one of the J.C.A.C. members for clarification, and/or
- b) submit your job description to the Personnel Office for re-evaluation.

5. If you feel that your daily tasks have changed significantly from your current written job description, there are some additional steps:

- a) itemize and document those tasks which are not adequately reflected in your job description.
- b) meet with your direct Supervisor and incorporate those tasks into a re-written job description (draft).
- c) submit that draft to the appropriate Dean for authorization.
- d) the Dean will submit the re-written job description to the Personnel Office where it will be forwarded to the J.C.A.C. for evaluation.

It is important to realize that the Classification Committee can evaluate your written job description only. While an interview is an important part of the process, it is solely for the purpose of clarification and confirmation of the written job description. The Committee may re-arrange job description items and make minor word changes for purposes of organization and clarity but no major changes can be done without the signature of the appropriate Dean. Therefore, tasks performed outside of the written job description cannot be included in the Committee's evaluation.

Varlene MacLeod
January, 1989

From the Agreements Chair . . .

The work of the Agreements Committee since October of last year has been devoted to three issues:

- 1) stage 3 of a grievance over Articles 4.2; 13.3; and 14.4 of the Collective Agreement (unresolved)
- 2) consideration of overtime/workload for science lab assistants (resolved)
- 3) alteration in salary scales for directors, with a planned review of directors' placement (resolved, but with action pending).

DETAILS

1) Any grievance which has not been resolved during stages 1 or 2 proceeds to the Agreements Committee for stage 3. A grievance over the rights of internal applicants to preference over outside applicants in selections for vacant positions could not be resolved in the Agreements Committee. There are several issues at stake here, but these should be reported on when the further stages of this grievance are determined. During our discussions, however, the College did (1) reaffirm their commitment to the concept of a career ladder for employees and (2) establish a definite procedure

through which all members of selection advisory committees would be advised of the rights of internal candidates and given a written copy of the portions of the Collective Agreement relevant to the rights of internal candidates.

2) The last contract contained a Letter of Agreement designating that the Agreements Committee try to incorporate in the contract clauses dealing with time off in lieu of overtime for lab assistants in sciences. This took considerable discussion, though there was never any serious disagreement, since the suggestions for improvement had come directly from the departments (and departmental administrators) involved. The practice of granting time off in the spring in lieu of costly overtime during the term has already been followed informally, but the assistants wished to see this formalized in the contract. The clauses agreed on are of some interest to staff, since we needed a definition of workload for the assistants, and the most reasonable definition was in terms of sections, not hours. The articles (19.1.2 and 19.1.3) agreed to have yet to be signed formally, but it is anticipated that these will be tabled for approval during negotiations. (See articles reprinted below.)

ARTICLE 19: WORKING CONDITIONS FOR STAFF EMPLOYEES

19.1.2 Lab Assistants' Workload

- (a) A Lab Assistant's normal work load will be ten (10) sections per academic year. The Dean may require that the ten (10) sections per year be done in a 6/4 Fall/Winter or a 4/6 Fall/Winter split.

ARTICLE 19: WORKING CONDITIONS FOR STAFF EMPLOYEES

page two

19.1.2 Lab Assistants' Workload, Continued

- (b) A Lab Assistant will not be required to do more than six (6) lab sections in a semester.
- (c) In the event that a Lab Assistant only does nine (9) lab sections in an academic year, then the following year s/he may be required to do eleven (11) lab sections.
- (d) A Lab Assistant will not be required to do more than six (6) lab sections in a semester, or ten (10) in an academic year.
- (e) In special cases, where a Lab Assistant is called upon to do extra work outside of the duties required in his/her section load, arrangements may be made by the Dean to give the Lab Assistant release from the normal ten (10) section work load.
- (f) Lab section is defined as: the scheduled portion of a course section designated and timetabled as the laboratory portion of that section. This shall include all of the in-lab contact hours with students and all other time required to prepare for and clean up the lab, as well as lab organizational duties.

19.1.3 Workload Compensation

- (a) No overtime payment or time off in lieu of overtime will be paid to lab assistants who work ten (10) lab sections per academic year.
- (b) Lab Assistants have the option to agree or not to agree to do eleven (11) lab sections in an academic year. If a Lab Assistant does eleven (11) lab sections in an academic year, s/he will receive an additional ten (10) working days of vacation or will receive payment of ten (10) days' pay for the eleventh (11th) lab should budgets allow, as determined by the Dean.
- (c) Lab Assistants who agree to do twelve (12) lab sections in an academic year will receive an additional ten (10) working days of vacation over and above that set out in 19.1.3(b).
- (d) When an overload lab section (the 11th and/or 12th section) is done in combination with a regular lab section (i.e., at the same time, then the Lab Assistant shall only receive five (5) working days additional vacation time per section.
- (e) In the event that a Lab Assistant only does nine (9) lab sections in an academic year, then the following year s/he may be required to do eleven (11) lab sections with no additional vacation time compensation, unless other compensating work is assigned in the year that nine (9) sections are assigned.

3) The "Directors' discussion" arose from two requests by the College: that we sanction the change of the PIO position from faculty to Director III; and that amount over and above faculty salaries received by directors be altered from a percentage to a fixed dollar amount. The union had no serious objection to either proposal, provided that the directors involved were consulted and were not seriously opposed. The fixed dollar amount, while it would offer less money to Directors II in the long run, is consistent with the principles of the union, since the percentage rate (which is in the current contract) continually widens the gap between faculty and directors with each contract settlement. In the interests of fairness and of promoting harmony within the union, the directors agreed to the designated \$5,000 differential, provided that the figure be periodically reviewed, since, as we all know, straight dollar figures lose value with inflation. In the case of the one Director I, the differential will remain constant at the current dollar amount. This director was giving up the most, since the percentage in the current contract is greater for DI positions. As Agreements Committee Chair, I urge faculty and staff to recognize and commend the directors for their ability to consider the interests of all members of the Association.

What emerged from these discussions, however, was the arbitrariness of placement of directors on the DI, DII and DIII scales, and on the levels within those scales. When we requested the criteria for placement, what we were given could euphemistically be described as a dog's breakfast.

Placement, vacation, etc. seem to have occurred by historical accident. The FSA has requested further rationalization of Directors' job descriptions and placement, and the College has agreed to review these positions and the placement of all directors. They will consider, at our request, whether some DIII's might not be better placed as faculty, thereby assuring them of more vacation and designated P.D. time. Further, the College has stated that there is no intent in the foreseeable future to have these positions excluded. One further result of the discussions was the rectification of an error in placement of the Acting directors in continuing education; the Contract was being violated. These Acting directors are now being paid on the DIII scale, and have been retroactively reimbursed. The altered Contract clause in Directors' salaries will be submitted to the negotiators for ratification.

I trust that the Agreements Committee is through with business for awhile. I'm tired.

Virginia Cooke
January, 1989

Brief Executive Minutes . . .

EXECUTIVE MEETING
NOVEMBER 30, 1988

1. The main issue discussed during this meeting was our response to management's proposal regarding inclusion of part-timers in the bargaining unit. Management had wished to exclude part-timers from grievance and other important clauses, and to waive SAC's in certain circumstances. Executive discussed the number of sections or hours taught before management would be obliged to create a regular position. "An SAC would then be established, the qualified employee having the rights of an internal applicant."

EXECUTIVE MEETING
DECEMBER 14, 1988

1. The FSA contributed to the region's food banks: \$50 each to Hope and Agassiz; \$100 each to Chilliwack, Mission, and Abbotsford.

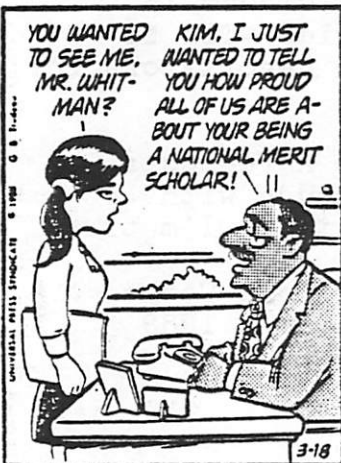
2. Regarding PD, there was a motion that "our representatives on the committee should support the application by an employee for unassisted ed. leave," subject to the approval of the department. There was also discussion of a concern about administrators using the PD fund for department business.

3. Motion that "honorary life memberships in the FSA be established and should be given for long and meritorious service." This will be brought before the AGM.

4. There was a report from CAC that the program profile is the same as last year's, and that the special funding from last year has been built into the base budget.

5. Executive discussed the new job classification system and passed a motion of commendation to the members of the committee for their work.

Doonesbury



IT'S VERY GOOD NEWS FOR THE SCHOOL. IT DEMONSTRATES THAT THE FAILURE OF SO MANY KIDS TO LEARN HERE ISN'T JUST THE SCHOOL'S FAULT. IT REAFFIRMS THE IMPORTANCE OF DISCIPLINE AND PERSONAL MOTIVATION.

